Preface

The 2007 South Dakota Health Care Professional Workforce Report serves as a way to determine the vacancy and turnover rate of health care professionals in South Dakota at a single point in time.

The information used to develop the report came from the South Dakota Health Care Professional Workforce Survey. See Appendix D for copies of surveys. The Department of Health Office of Data, Statistics, and Vital Records and the Office of Rural Health created the survey in consultation with the Colleagues In Caring program. The survey was conducted and analyzed by the Office of Data, Statistics, and Vital Records.

The survey consisted of questions that inquire about the number of vacancies and turnovers of health care professionals within South Dakota. A vacancy is defined as a budgeted position not currently filled, while a turnover is defined as the number of employees who left a facility during the fiscal year. It does not include the number of employees who were promoted or transferred within a facility. This survey was created in response to the need for information about the status of health care professionals in South Dakota. The data will be shared with all healthcare organizations to help recruitment and retention efforts within the state for all health care professions.

The survey was sent to all Department of Health registered, licensed, and or certified (Medicare/Medicaid) health care facilities within the state of South Dakota as well as clinics. In 2007 the number of facilities surveyed was expanded to include: community health, dental offices, federally qualified health care centers, eye clinics, pharmacies, and correctional health facilities. Each facility type received a separate survey that asked about key health care professionals within their facility. Facility types included assisted living centers, inpatient chemical dependency, certified end-stage renal dialysis, clinics, home health agencies, intermediate care for mentally retarded, nursing facilities, rural health clinics, dental offices, federally qualified health care centers, eye clinics, pharmacies, correctional health facilities, and hospitals including: community, non-community, and specialized.

Any questions regarding The 2007 South Dakota Health Care Professional Workforce Report should be addressed to:

Office of Data, Statistics, and Vital Records
600 East Capitol Avenue
Pierre, South Dakota 57501-2536
Phone: (605) 773-3361
Internet: http://doh.sd.gov/statistics/

The following people were the main contributors to the development of this report:

Kim Carlson	Policy Analyst
Barb Buhler	Public Information Officer
Gloria Damgaard	Executive Director, SD Board of Nursing
Sandra Durick	Administrator SD Office of Rural Health
Mark Gildemaster	Management Analyst

Halley Lee	Workforce Development Coordinator
Anthony Nelson	Administrator, Office of Data, Statistics, and Vital Records
Linda Young	Project Director, SD Center for Nursing Workforce

TABLE OF CONTENTS

Topic	Page
Preface	**i**
Table of Contents	**iii**
List of Figures	**v**
List of Tables	**ix**
Methodology	**xv**
Statewide Data	**3**
Geographic Area	**9**
Facility Type	**19**
Selected Profession Groups	**43**
County	**51**
Appendix A	**169**
Appendix B	**173**
Appendix C	**179**
Appendix D	**185**

LIST OF FIGURES

Figure		Page
1	Percent of Vacancies and Turnovers, 2007	3-4
2	Top Ten Full Time Budgeted Positions – Percent of Vacancies and Turnovers, 2007	5
3	Impact of Vacancies or Turnovers on Facilities, 2007	6
4	Measures Taken to Tackle Hard-to-Fill Vacancies, 2007	6
5	Percent of Surveys Received by Geographic Area	9
6	Percent of Full-Time Positions, Part-Time Positions, Combined Budgeted Vacancies and Combined Turnovers by Geographic Area	9
7	Positions with the Highest Percent of Vacancies by Geographic Areas	10
8	Positions with the Highest Percent of Turnovers by Geographic Areas	11
9	Top Ten Budgeted Full-Time Positions and Percent of Vacancies	12
10	Top Ten Budgeted Full-Time Positions and Percent of Turnovers	13
11	Hard-to-Fill Positions by Geographic Area	14
12	Responses to Why Positions Were Hard-to-Fill by Geographic Area	14
13	Impact of Vacancies or Turnovers on an Institution by Geographic Area	15
14	Measures Taken to Tackle Hard-to-Fill Vacancies by Geographic Areas	15

Figure **Page**

15 Return Rates by Type of Facility 19

16 Percent of Budgeted Vacancies and Turnovers by Type of Facility 20

17 Assisted Living Centers – Percent of Vacancies and Turnovers 21

18 Assisted Living Centers – Responses to Why Vacancies Were Hard-to-Fill 21

19 Clinics – Responses to Why Vacancies Were Hard-to-Fill 22

20 Clinics – Percent of Vacancies and Turnovers 23

21 Community Health – Percent of Vacancies and Turnovers 24

22 Community Health – Responses to Why Vacancies Were Hard-to-Fill 24

23 Dental Office – Percent of Vacancies and Turnovers 25

24 Dental Office – Responses to Why Vacancies Were Hard-to-Fill 25

25 Federally Qualified Health Care Centers –Responses to Why Vacancies Were Hard-to-Fill 26

26 Federally Qualified Health Care Centers – Percent of Vacancies and Turnovers 27

27 Home Health Agencies – Percent of Vacancies and Turnovers 28

28 Home Health Agencies – Responses to Why Vacancies Were Hard-to-Fill 28

29 Hospitals – Responses to Why Vacancies Were Hard-to-Fill 29

30 Hospitals – Percent of Vacancies and Turnovers 30

Figure **Page**

31 Chemical Dependency Facilities – Percent of Vacancies and Turnovers 31

32 Chemical Dependency Facilities – Responses to Why Vacancies Were Hard-to-Fill 31

33 Intermediate Care Facilities for the Mentally Retarded – Percent of Vacancies and Turnovers 32

34 Nursing Facilities – Responses to Why Vacancies Were Hard-to-Fill 33

35 Nursing Facilities – Percent of Vacancies and Turnovers 34

36 Optometry Clinics – Responses to Why Vacancies Were Hard-to-Fill 35

37 Pharmacies – Percent of Vacancies and Turnovers 36

38 Pharmacies – Responses to Why Vacancies Were Hard-to-Fill 36

39 Correctional Health Facilities – Percent of Vacancies and Turnovers 37

40 Correctional Health Facilities – Responses to Why Vacancies Were Hard-to-Fill 37

41 Renal End-Stage Facilities – Percent of Vacancies and Turnovers 38

42 Renal End-Stage Facilities – Responses to Why Vacancies Were Hard-to-Fill 38

43 Rural Health Clinics – Percent of Vacancies and Turnovers 39

44 Rural Health Clinics – Responses to Why Vacancies Were Hard-to-Fill 39

45 Nursing – Percent of Vacancies by Selected Budgeted Full-Time Positions, 2003-2007 43

46 Nursing – Percent of Turnovers by Selected Budgeted Full-Time Positions, 2003-2007 43

Figure **Page**

47 Nursing – Hard-to-Fill Responses by the Selected Budgeted Positions, 2003-2007 44

48 Nursing – Percent of Facilities Who Reported Positions as Hard-to-Fill, 2003-2007 44

49 Selected Allied Health – Percent of Vacancies by Selected Budgeted Full-Time Positions, 2003-2007 45

50 Selected Allied Health – Percent of Turnovers by Selected Budgeted Full-Time Positions, 2003-2007 45

51 Selected Allied Health – Hard-to-Fill Responses by the Selected Budgeted Positions, 2003-2007 46

52 Selected Allied Health – Percent of Respondents Who Reported Positions as Hard-to-Fill, 2003-2007 46

53 Physicians and Physician Assistants – Percent of Vacancies by Selected Budgeted Full-Time Positions, 2003-2007 47

54 Physicians and Physician Assistants – Percent of Turnovers by Selected Budgeted Full-Time Positions, 2003-2007 47

55 Physicians and Physician Assistants – Hard-to-Fill Responses by the Selected Budgeted Positions, 2003-2007 48

56 Physicians and Physician Assistants – Percent of Facilities Who Reported Positions as Hard-to-Fill, 2003-2007 48

LIST OF TABLES

(Note: No data is available for Hanson County pg. 105 and Ziebach County pg. 165. Please see county pages for explanation.)

Table		Page
1	Aurora County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers	51
2	Beadle County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers	52-53
3	Bennett County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers	54-55
4	Bon Homme County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers	56-57
5	Brookings County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers	58-59
6	Brown County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers	60-62
7	Brule County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers	63-64
8	Buffalo County – Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers	65
9	Butte County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers	66-67
10	Campbell County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers	68

Table **Page**

11 Charles Mix County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 69-70

12 Clark County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 71-72

13 Clay County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 73-74

14 Codington County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 75-77

15 Corson County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 78

16 Custer County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 79-80

17 Davison County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 81-82

18 Day County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 83-84

19 Deuel County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 85-86

20 Dewey County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 87-88

21 Douglas County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 89-90

Table **Page**

22 Edmunds County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 91-92

23 Fall River County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 93-94

24 Faulk County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 95-96

25 Grant County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 97-98

26 Gregory County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 99-100

27 Haakon County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 101-102

28 Hamlin County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 103

29 Hand County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 104

30 Harding County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 106

31 Hughes County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 107-108

32 Hutchinson County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 109-110

Table **Page**

33 **Hyde County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers** **111**

34 **Jackson County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers** **112**

35 **Jerauld County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers** **113-114**

36 **Jones County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers** **115**

37 **Kingsbury County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers** **116-117**

38 **Lake County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers** **118-119**

39 **Lawrence County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers** **120-121**

40 **Lincoln County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers** **122-123**

41 **Lyman County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers** **124**

42 **McCook County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers** **125-126**

43 **McPherson County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers** **127**

Table **Page**

44 Marshall County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 128-129

45 Meade County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 130-131

46 Mellette County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 132

47 Miner County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 133

48 Minnehaha County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 134-136

49 Moody County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 137-138

50 Pennington County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 139-141

51 Perkins County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 142

52 Potter County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 143-144

53 Roberts County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 145-146

54 Sanborn County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 147

Table **Page**

55 Shannon County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 148

56 Spink County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 149-150

57 Stanley County – Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 151

58 Sully County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 152

59 Todd County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 153-154

60 Tripp County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 155-156

61 Turner County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 157-158

62 Union County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 159-160

63 Walworth County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 161-162

64 Yankton County - Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 163-164

65 Number of Full-Time Positions, Vacancies, Turnovers, and Percent of Vacancies and Turnovers 173-175

Methodology

Data Collection Process

The Department of Health, in consultation with the Colleagues in Caring Program, developed the workforce survey for the first time in 2002. The survey has been done annually since then. The survey was conducted again and sent to all Department of Health licensed, registered, and certified facilities as well as clinics. Starting in 2007, facilities surveyed were expanded to include: community health, dental offices, federally qualified health care centers, eye clinics, pharmacies, and correctional health facilities. The survey was conducted in April of 2007 with a response rate of 65.1 percent. A second round of surveys was sent to non-responding facilities to improve the response rate. The second round of surveys improved the return rate to 72.3 percent. Surveys were entered into a Microsoft Access database and analyzed using SPSS and Microsoft Excel.

For analysis purposes only full-time positions, vacancies, and turnovers were used throughout this report.

Turnover numbers are reported for the facilities' fiscal year. However, vacancy numbers are reported as of January 31, 2007.

Data Limitations

This report includes clinics, community health, dental offices, federally qualified health care centers, eye clinics, pharmacies, correctional health facilities, and Department of Health licensed, registered, and certified facilities and the health professionals employed in these facilities. Therefore, this data cannot be extrapolated to facility types that were not surveyed.

Publication Format

The report is divided into five main areas: statewide data, geographic area, facility type, selected profession groups, and county level data.

- Statewide data includes data for all facility types.
- Geographic area breaks out the facilities by community size. They are either considered urban, rural, or frontier. See Appendix C for a map of the urban, rural, and frontier areas in South Dakota.
- Facility type is the break out of the 15 different facility types.
- Selected profession groups were surveyed for a closer look at selected professions.
- Selected profession groups are also trended from 2003 to 2007.
- County data displays the number of budgeted positions, budgeted vacancies, turnovers, and the percent of vacancies and turnovers by county. See Appendix C for a map of percent of vacancies and turnovers by county.

- **Note:** Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants. Please do not use past publications to conduct trend analysis on nursing assistants.
- **Note:** Community health, dental offices, federally qualified health care centers, eye clinics, pharmacies, and correctional heath facilities data is included in 2007 information throughout this report.